



P E R F E C T   W A L L

**Supplier code  
of conduct of  
CreoConcept  
Sp. z o.o. Sp.k.**





CreoConcept Sp. z o.o. Sp. k. is constantly developing and striving to achieve the highest standards of doing business and establishing cooperation with external entities. We constantly challenge ourselves to implement the best solutions and expect the same from our business partners. We want to create a culture of shared responsibility for business practices in health and safety, human rights, business ethics, concern for employees and local communities, and care for the environment at every stage of our operations. We also want to operate under and within the law.

This also applies to our supply chain and cooperation with Suppliers, which is why we define the principles of responsible business and sustainability in our purchasing processes. This Supplier Code of Conduct of CreoConcept Sp. z o.o. Sp. k. is integral in specifying certain aspects of the cooperation, especially in selecting and evaluating our suppliers. We believe this approach will benefit us, our Suppliers, and the social, business, and environmental environment. We also believe that compliance with the Code's standards will deepen our cooperation and partnership with Suppliers, strengthening the growth of both parties' businesses.

*Tomáš Rybka*

# OUR EXPECTATIONS TOWARDS SUPPLIERS

We want to work with Suppliers who understand and share our approach to responsible business and sustainability, strive for improvement and implement good practices in our key areas, i.e.

## IN TERMS OF CARE FOR WORK-PLACE SAFETY AND CARE FOR EMPLOYEE HEALTH, WE DEMAND FROM OUR SUPPLIERS:

- 1. To comply with health and safety laws of the country of operation.
- 2. To ensure safe and healthy working conditions by implementing procedures, certified H&S management systems and/or their own safety programmes, good practices and solutions aimed at eliminating accidents, injuries and illnesses among their employees caused by the work performed.
- 3. To have defined safety and risk minimisation objectives, to monitor, analyse and document the achievement of these objectives and measures while striving for continuous improvement in occupational safety.

Our ambition is to strive to reduce the risk of accidents at work, including particularly serious and fatal accidents, and to create a safe working environment.

## IN TERMS OF RESPECTING HUMAN RIGHTS, WE DEMAND FROM OUR SUPPLIERS:

- 1. To ensure respect for human rights in their operations.
- 2. To ensure equal treatment in the workplace and to refrain from discriminatory practices in their operations against employees or other stakeholders, regardless of age, gender, disability, race, religion or any other criterion.
- 3. To comply with labour laws applicable to the Supplier's country of origin and operations.

A fundamental principle governing our organisation is respect for human rights, as outlined in, among other things, the International Bill of Human Rights and the fundamental rights set out in the ILO Declaration.





**IN TERMS OF CONTINUOUS  
IMPROVEMENT IN ENVIRON-  
MENTAL IMPACT MANAGEMENT  
AND CLIMATE CHANGEMITIGA-  
TION, WE DEMAND FROM OUR  
SUPPLIERS:**

- 1. To comply with laws regarding the environmental impact of their operations.
- 2. T evaluate the operations for the risk of adverse environmental impact and strive to prevent these risks.
- 3. To pursue targets to reduce the adverse environmental and climate change impacts of their operations.
- 4. To strive for responsible sourcing of raw materials and/or to include environmental criteria in their purchasing decisions.
- 5. To strive to reduce the consumption of raw materials and natural resources, including water, and to manage them rationally.
- 6. To strive to minimise greenhouse gas emissions, including carbon dioxide, resulting directly and indirectly from their business operations, to the extent appropriate to the scale and type of their operations.
- 7. To comply with waste management regulations, to strive to minimise waste generation associated with their operations and ensure proper management of the waste generated, including cooperation with authorised consignees of the waste to minimise the risk of the adverse environmental impact of waste.

At CreoConcept Sp. z o.o. Sp. k., we take full responsibility for the impact of our operations on the environment and climate change.

# IN TERMS OF CORRUPTION PREVENTION, WE DEMAND FROM OUR SUPPLIERS:

- 1. To prevent all forms of corruption in their operations and implement preventive practices.
- 2. To take firm corrective and anti-corruption measures when any form of corruption is identified.
- 3. To comply with internal regulations on accepting and giving gifts.

At CreoConcept Sp. z o.o. Sp. k., we categorically reject any acts that bear the hallmarks of corruption and actively combat its occurrence. Our principles and values in this regard are described in our Anti-Corruption Policy.

# FINAL PROVISIONS:

This Code of Conduct is addressed to all Suppliers of CreoConcept Sp. z o.o. Sp. k. Suppliers are obliged to comply with its principles. Confirmation of having read and adhered to this Code of Conduct is required for cooperation with CreoConcept Sp. z o.o. Sp.k.

If the national laws or internal regulations in their country of operation are more restrictive regarding the issues addressed in this Code, we expect compliance with the national regulations. Although this Supplier Code of Conduct applies primarily to direct suppliers, CreoConcept Sp. z o.o. Sp. k. encourages you to develop your own rules and promote them within your own supply chain. CreoConcept Sp. z o.o. Sp. k. undertakes to support its Suppliers in building awareness and promoting best practices for responsible business that align with the standards of responsible business and sustainable development.

This Supplier Code of Conduct must be interpreted without prejudice to additional requirements established by law and concluded agreements affecting the commercial relationship between CreoConcept Sp. z o.o. Sp. k. and its suppliers. CreoConcept Sp. z o.o. Sp.k. reserves the right to check if the company's direct suppliers comply with this Supplier Code of Conduct. This check can be carried out in various ways, the preferred being a supplier self-assessment survey.

This Supplier Code of Conduct applies both in Poland and abroad, taking into account the cultural, linguistic, social and economic differences of the individual countries in which CreoConcept Sp. z o.o. Sp. k. operates

Any irregularities or violations of this Code should be reported by email to the ESG Manager, who supervises the application of ethical principles at CreoConcept Sp. z o.o. Sp. k. to k.matalowska@creoconcept.pl. We ensure the confidentiality of such reports.

We encourage you to read the Purchasing Policy of suppliers of CreoConcept Sp. z o.o. Sp. k., which presents all the areas we care about in our cooperation.



This Supplier Code of Conduct of CreoConcept Sp. z o.o. Sp. k. was adopted on 2 September 2024.

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**THINK CREO**